



የአዲስ አበባ ከተማ አስተዳደር
አዲስ ነጋሪ ጋዜጣ
ADDIS NEGARI GAZETA
OF THE CITY GOVERNMENT OF ADDIS ABABA

ሰላላ ሦስተኛ ዓመት ቁጥር ፻፯
አዲስ አበባ ነሐሴ ፲፮ ቀን ፪ሺ፲፮ ዓ.ም.

በአዲስ አበባ ከተማ
ምክር ቤት ጠባቂነት የወጣ

33th Year No.107
Addis Ababa 22th, August 2025

ማውጫ

**ደንብ ቁጥር ፻፺፯/፪ሺ፲፮ የአዲስ አበባ ከተማ
አስተዳደር የቴክኒክና ሙያ ኮሌጆች
የአሰልጣኞች የዝውውርና የምደባ አፈጻጸም ደንብ**
ገጽ ፪ሺ፳፫

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ደንብ ቁጥር ፻፺፯/፪ሺ፲፮

**የአዲስ አበባ ከተማ አስተዳደር የቴክኒክና ሙያ
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አፈጻጸም ደንብ**

የአሰልጣኝና ሰልጣኝ ቁጥር ለማጣጣም ዝውውር
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እውን ማድረግ አስፈላጊ ሆኖ በመገኘቱ፤

በከተማ አስተዳደሩ ሥር የሚገኙ የመንግስት ቴክኒክና
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የስልጠና መስኮች ብቻ ስልጠናቸውን እንዲሰጡ ለማድረግ
የዞኒንግና ዲፈረንሺሽን ተግባራዊ ማድረግ አስፈላጊ
በመሆኑ፤

የአዲስ አበባ ከተማ ካቢኔ በአዲስ አበባ ከተማ አስተዳደር
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ለመወሰን በወጣው አዋጅ ቁጥር ፹፬/፪ሺ፲፮ አንቀጽ ፲፬
መሠረት ይህንን ደንብ አውጥቷል፡፡

WHWREAS, it has been found necessary to maintained
quality and effective by working on a transfer to match
the number of trainers and trainees;

WHWREAS, it has become necessary to implement the
zoning and differentiation to allow them to provide their
training with the realization of training delivery those
who provide a training disciplines based on local
development grace only in the fields of training studied
state technical and vocational training institute under the
city administration;

NOW, THEREFORE, in accordance with Article 94 of
the Addis Ababa City Government Executive Organs
Establishment and to Re-specify the Power and Duties
of the thereof Proclamation No.84/2023, the Cabinet of
the Addis Ababa City Government has issued this
Regulation.

ያንዱ ዋጋ
Unit price

አዲስ ነጋሪ ጋዜጣ ፖ.ሣ.ቁ ፪ሺ፬፻፵፭
Addis Negari Gazeta P.O.Box 2445

ክፍል አንድ

ጠቅላላ

፩. አጭር ርዕስ

ይህ ደንብ “በአዲስ አበባ ከተማ አስተዳደር የቴክኒክና ሙያ ኮሌጆች የሚገኙ የአሰልጣኞች የዝውውርና የምደባ አፈጻጸም ደንብ ቁጥር ፻፺/፪ሺ፲፮” ተብሎ ሊጠቀስ ይችላል።

፪. ትርጓሜ

የቃሉ አግባብ ወይም የሐረጉ አግባብ ሌላ ትርጉም የሚያሰጠው ካልሆነ በስተቀር በዚህ ደንብ ውስጥ፤

፩. “ከተማ አስተዳደር” ማለት የአዲስ አበባ ከተማ አስተዳደር ነው፤

፪. “አዋጅ” ማለት የአዲስ አበባ ከተማ አስተዳደር የቴክኒክና ሙያ ማሰልጠኛ ተቋማት እንደገና ማቋቋሚያ አዋጅ ቁጥር ፹፰/፪ሺ፲፮ ነው፤

፫. “ቢሮ” ማለት የአዲስ አበባ ከተማ አስተዳደር የሥራና ክህሎት ቢሮ ነው፤

፬. “የበላይ ኃላፊ” ማለት የመንግስት ቴክኒክና ሙያ ኮሌጅን በበላይነት የሚመራ ሰው ነው፤

፭. “ዝውውር” ማለት የቴክኒክና ሙያ ኮሌጆች አሰልጣኞችን በሙያቸው ከአንድ ኮሌጅ ወደ ሌላ ኮሌጅ ወይም ከኮሌጅ ወደ ሌላ የመንግስት ተቋም በተመሳሳይ ሙያ እና መስፈርት በሚጠይቅ የሥራ መደብ አዛውሮ መመደብ ነው፤

፮. “ዞኒንግና ዲፈረንሼሽን” ማለት የአካባቢን የመልማት ፀጋ መሰረት አድርጎ ስፔሻላይዝ ለማድረግ የሚከፈቱ የሙያ መስኮች ላይ መሰረት አድርገው የስልጠናውን ጥራት ማስጠበቂያ ስልት ነው፤

፯. “ምደባ” ማለት በከተማ አስተዳደሩ የመንግስት ኮሌጆች ውስጥ የሚገኙ አሰልጣኞችን ብቃትን መሰረት አድርጎ በዚህ ደንብ መሠረት በውድድር የሚደረግ ምደባ ነው፤

፰. “አሠልጣኝ” ማለት በቴክኒክና ሙያ ኮሌጅ ውስጥ ከሚሰጡት ሙያዎች በአንዱ የስልጠና መስክ እውቅና ካለው ዩኒቨርሲቲ በዲግሪ ወይም በሁለተኛ ወይም ሦስተኛ ዲግሪ ትምህርቱን አጠናቆ እና ትምህርቱን ባጠናቀቀበት ሙያ ተመዝኖ የሙያ ብቃቱ የተረጋገጠ፤ የማሰልጠን ሥነ ዘዴ ስልጠና ወስዶ በማሰልጠንና በማብቃት ሥራ ላይ የተሰማራ ነው፤

PART ONE GENERAL PROVISIONS

1. Short Title

This regulation may be cited as the "A Regulation on Trainers Transfer and Assignment of Technical and Vocational Colleges of the Addis Ababa City Government Regulation No. 197/2025".

2. Definition

Unless the context or the phrase otherwise requires in this regulation:

1. "City Government" means the Addis Ababa City Government;
2. "Proclamation" means Proclamation No. 88/2017 of the Re-establishment of Technical and Vocational Training Institutions of the City Government of Addis Ababa;
3. "Bureau" means the Bureau of Labor and Skills of the City Government of Addis Ababa;
4. "Higher Official" means the person who oversees the state technical and vocational college;
5. "Transfer" means the classification of trainers of technical and vocational colleges by their profession from one college to another college or from college to another government institution by a position that requires the same profession and criteria;
6. "Zoning and Differentiation" means a strategy for the quality of training based on career fields that open up to specialize on the basis of the development grace of the environment;
7. "Assignment" means a assignment made by competition under this regulation based on the competency of trainers located in the state colleges of the city administration;
8. "Trainer" means that in one of the professions offered in a technical and vocational college, from a university recognized in the field of training, he has completed his studies with a degree or a second or third degree and has completed his studies, his professional qualification is guaranteed, he has training in the methodology of training and is engaged in the work of training and empowerment;

፱. “የ”ኤ” ደረጃ አሰልጣኝ” ማለት በቴክኒክና ሙያ ኮሌጅ ውስጥ ስልጠና በሚሰጥባቸው ሙያዎች ከታወቀ የኒቨርሲቲ በሁለተኛ ወይም ሦስተኛ ዲግሪ ትምህርቱን ያጠናቀቀ ሆኖ ትምህርቱን ባጠናቀቀበት የሙያ ዘርፍ በሙያው በአዲሱ ካሪኩለም የሙያ ብቃት ተመዝኖ ብቃቱ የተረጋገጠ እና የማሰልጠን ሥነ ዘዴ የሰለጠነ ባለሙያ ነው፤

፲. “የ”ቢ” ደረጃ አሰልጣኝ” ማለት በቴክኒክና ሙያ ኮሌጅ ውስጥ ስልጠና በሚሰጥባቸው ሙያዎች ከታወቀ የኒቨርሲቲ በመጀመሪያ ዲግሪ ትምህርቱን ያጠናቀቀ ሆኖ ትምህርቱን ባጠናቀቀበት የሙያ ዘርፍ በሙያው ካሪኩለም የሙያ ብቃት ተመዝኖ ብቃቱ የተረጋገጠ እና የማሰልጠን ሥነ ዘዴ የሰለጠነ ባለሙያ ነው፤

፲፩. “የሙያ ብቃት ምዘና” ማለት አሰልጣኙ ስልጠና በሚሰጥባቸው ሙያዎች በተዘጋጀው የሙያ ደረጃ መሰረት የሚፈለገውን ዕውቀት፣ ክህሎትና አመለካከት ያለው መሆኑን ለማረጋገጥ በትምህርት ጥራትና ቁጥጥር ባለሥልጣን አማካኝነት በተመረጡ ኢንዱስትሪዎች ወይም ምዘና ማእከላት የሚሰጥ ምዘና ነው፤

፲፪. “የማሰልጠን ሥነ ዘዴ” ማለት አሰልጣኞች ለሰልጣኞቻቸው ተገቢውን የንድፈ ሀሳብና የተግባር ሥልጠና መስጠት የሚችሉበት የማሰልጠን ጥበብ የሚያሳብስ ስልጠና ነው፤

፲፫. “የአሰልጣኝ ደረጃ” ማለት የመጀመሪያ ዲግሪ ወይም የሁለተኛ ዲግሪ የትምህርት ዝግጅት ያለው ነው፤

፲፬. “ወርክ ሾፕ ቴክኒሻያን” ማለት በሥልጠና ዘርፉ ባሉ የማሰልጠኛ ወርክ ሾፖች ውስጥ ለስልጠና የሚያስፈልጉ የማሰልጠኛ መሳሪያዎችን የማደራጀት፣ የማቅረብና የተግባር ስልጠና ውጤታማ እንዲሆን የሚሰራ የ”ቢ” ደረጃ አሰልጣኝ ነው፤

፲፭. “አካዳሚክ ማዕረግ” ማለት አሰልጣኞች በጊዜ ቆይታቸው ማሟላት የሚገባቸውን መሥራቶች ሲያሟሉ የሚሰጣቸው የአሰልጣኝነት የደረጃ እርከን ነው፤

9. “A” Level Trainer” means a professional who has completed his studies in the second or third degree from a recognized university in the professions where he is training in a technical and vocational college, judged by the career new curriculum of the profession in which he has completed his education, his qualifications are validated and trained in the methodology of training;

10. “B” Level Trainer” means a professional who has completed his studies at an undergraduate level from a university recognized for the professions in which he is training in a technical and vocational college, weighted by the professional curriculum’s vocational qualification in the profession in which his qualification is proven and trained as a means of training;

11. “Vocational Competency Assessment” means an assessment offered by selected industries or assessment centres through the Education Quality and Inspection Authority to ensure that the trainer has the required knowledge, skills and attitude according to the level of expertise set by the professions in which training is conducted;

12. “Method of Training” means a training that does not wear the art of training in which trainers can provide their training with the proper theoretical and practical training;

13. “Trainer Level” means those with a bachelor's degree or master's degree education preparation;

14. “Work Shop Technician” means a training effective for organizing, supplying and performing training required for training in training at training workshops in the training sector;

15. “Academic Title” means the level tier of training that trainers are given when they meet the standards they must meet during their time span;

፲፮. “የሥልጠና ዘርፍ አስተባባሪ” ማለት በአንድ የሥልጠና ዘርፍ ውስጥ ተመሳሳይነት ባላቸው የሥልጠና መስኮች ወይም ሙያዎች ላይ ተመድበው የሚያሰለጥኑ አሰልጣኞችን የሚያስተባብር የሥልጠና ዘርፍ ተጠሪ ነው።

፲፯. “ጥመርታ” ማለት በምደባ አፈጻጸም የአሰልጣኝ እና የሰልጣኝ ምጥጥን መሰረት የሚያደርግ ንጽጽር ነው።

፲፰. “የላቀ ተሳትፎ” ማለት አሰልጣኞች በመደበኛ ከሚሰጡት ስልጠና በተጨማሪ በኮሌጁ በተለያዩ ሥራዎች በመሳተፍ የሚያስገኙት ውጤት ነው።

፲፱. “የካርየር መደብ” ማለት በመንግስት ቴክኒክና ሙያ ኮሌጆች በአሰልጣኝ ማዕረግ የስልጠናውን ሂደት በመደገፍ እና በማስተባበር የሚመደቡበት የሥራ መደብ ነው።

፳. “የምደባ ኮሚቴ” ማለት በተዘጋጀው መስፈርት መሰረት በየኮሌጁ የሚገኙ አሰልጣኞችን አወዳድሮ የውሳኔ ሀሳብ ለኮሌጁ የበላይ ኃላፊ የሚያቀርብ ነው።

፳፩. “ቅሬታ ሰሚ ኮሚቴ” ማለት በአሰልጣኝ ምደባ የሚቀርቡ ቅሬታዎችን በመቀበል የምደባውን ሂደት እና ውሳኔ በመመርመር እንደአግባብነቱ የውሳኔ ሀሳብ ለኮሌጁ የበላይ ኃላፊ ወይም ለቢሮ ኃላፊ የሚያቀርብ ነው።

፳፪. “የባህርያዊ መመዘኛ” ማለት ሠራተኞች የሥራቸውን ጥራት፣ ቅልጥፍና እና ውጤታማነት በማሳደግ የተቋማቸውን ተልዕኮ በላቀ ደረጃ ለማሳካት ሁሉም ሠራተኞች ሊያሟሏቸው የሚገቡ፣ ከሰዎች ሥነ-ልቦና ጋር የሚያያዙ እና ለውጤታማ ሥራ አፈጻጸም አጋዥ የሆኑ ዋና ዋና ባህርያዊ ብቃቶች ናቸው።

፳፫. “ሰው” ማለት ማንኛውም የተፈጥሮ ሰው ወይም ህጋዊ ሰውነት የተሰጠው አካል ነው።

፳፬. በአዋጁ ትርጉም የተሰጣቸው ቃላትና ሐረጎች በዚህ ደንብ ጥቅም ላይ ሲውሉ በአዋጁ የተሰጣቸው ትርጓሜ ይኖራቸዋል፡፡

16. “Training Sector Coordinator” means responsible for a training sector that coordinates trainers who train assigned to training fields or careers that are similar within a training sector;

17. “Pairing” means a comparison that underlies the ratio of trainer to trainee in placement performance;

18. “Advanced Engagement” means the result that trainers achieve by participating in various jobs at the college in addition to their regular training;

19. “Carrier’s Class” means a position in which colleges of state technical and vocational are assigned to support and coordinate the training process in the rank of trainer;

20. “Assignment Committee” means that according to the set criteria, it compares trainers at each college and presents a recommendation to the college's superintendent;

21. “Grievance Committee” means a grievance that, by accepting complaints filed by trainer assignment, examines the process and decision of the assignment and, as appropriate, presents a recommendation to the college's higher official or head of bureau;

22. “Behavioural Competencies” means that workers are the major behavioural competencies that all workers must meet, associate with human psychology, and assist in the performance of effective work in order to achieve their institution's mission at a greater level by increasing the quality, efficiency, and effectiveness of their work;

23. "Person" means any physical or juridical person.

፫. የፆታ አገላለፅ

በዚህ ደንብ ውስጥ በወንድ ፆታ የተደነገገው የሴትንም ፆታ ያካትታል፡፡

፬. የተፈጻሚነት ወሰን

በከተማ አስተዳደሩ በሚገኙ የመንግስት የቴክኒክና ሙያ ማሰልጠኛ ኮሌጆች ውስጥ በቋሚነት ተቀጥረው በማሰልጠን ላይ በሚገኙ አሰልጣኞች ላይ ተፈጻሚ ይሆናል፡፡

፭. የደንቡ ዓላማ

የቴክኒክና ሙያ አሰልጣኞች ጥራት ያለው እና ውጤታማ ስልጠና እንዲሰጡ ለማስቻል ብቃትን መሰረት ያደረገ እና አሰልጣኞች ቁጥር ጋር ተመጣጣኝ የሆነ ምደባ ተግባራዊ እንዲሆን ማድረግ ነው፡፡

፮. መርሆዎች

- ፩. የአሰልጣኞች ምደባና ዝውውር ግልጽነትና ተጠያቂነትን ማረጋገጥ፤
- ፪. ሕብረ ብሔራዊነት፣ አካታችነት እና አሳታፊነትን ማረጋገጥ፤
- ፫. ውጤት ይፋ እስኪደረግ ድረስ ሚስጥራዊነትን መጠበቅ፤
- ፬. በሥነ-ምግባሩ፣ በብቃቱ እና በአገልጋይነቱ የዳበረ አሰልጣኝ እንዲኖር ማድረግ፡፡

ክፍል ሁለት

የአሰልጣኞች ምደባ

፯. የአሰልጣኞች ምደባ ቅድመ ሁኔታዎች

የአሰልጣኞች ምደባ የሚከተሉትን ቅድመ ሁኔታዎች መሠረት ያደረገ ይሆናል፡-

- ፩. የአሰልጣኞች ምደባ የሚካሄደው በሥልጠና ዘርፉ በየሙያ መስኩ ያሉ ሠልጣኞችን መሠረት ተደርጎ የአሰልጣኝ ሠልጣኝ ጥምርታ ስሌት መሰረት የ"ኤ" ወይም የ"ቤ" አሰልጣኝ ደረጃ ያሟላ አሰልጣኝ ብቻ ይሆናል፤
- ፪. በኮሌጁ ተፈቅዶለት ትምህርት ላይ የሚገኝ ወይም ከሶስት ወራት በላይ በሥልጠና ላይ የሚገኝ አሰልጣኝ በዚህ ምደባ አይወዳደርም፤

3. Gender Expression

In this Regulation, any expression in the masculine gender includes the feminine.

4. Scope of Application

This Regulation shall be applicable on trainers who are permanently employed and trained in government technical and vocational training colleges in city government.

5. Objective of the Regulation

To enable technical and vocational trainers to provide quality and effective training. It is to make a qualification-based and equivalent classification to the number of trainees practical.

6. Principles

- 1. Assert transparency and accountability for the classification and transfer of trainers;
- 2. Ensuring inclusiveness and engagement;
- 3. Protecting confidentiality until results are made public;
- 4. To have a thriving trainers in his ethics, competence and servitude.

PART TWO

TRAINERS ASSIGNMENT

7. Trainers Classification Prerequisites

- 1. The trainers classification would be based on the following conditions: the trainers classification would be conducted in the training field based on the trainees in each professional field and only the trainer who meets the "A" or "B" coach level according to the calculation of the trainer ratio;
- 2. A trainer who is in the college's authorized education or is in training for more than three months does not compete in this classification;

- ፫. በሰው ሀብት አስተዳደር መመሪያ መሠረት ኮሌጁ ፈቅዶና ዕውቅና በሰጣቸው ምክንያቶች እንደ ወሊድ፣ የዓመት ፈቃድ፣ ያለደመወዝ ፈቃድ፣ እስከ ሦስት ወራት ያሉ አጭር ስልጠና ላይ የሚገኙ ወይም የህመም ፈቃድ፣ በድልድል ወቅት በሥራ ላይ ያልተገኘ አሰልጣኝ በሰው ሀብት አስተዳደር ዳይሬክቶሬት መረጃ አቅራቢነት እንዲወዳደር ይደረጋል፤
- ፬. በዚህ ደንብ መሰረት ውድድር የሚደረገው በዚንግና ዲፍሬሼሽን ጥናት መሰረት በቢሮ በተፈቀዱ የስልጠና ዘርፎች ብቻ ይሆናል፤
- ፭. በተፈቀዱት የሙያ ዘርፎች የሚወዳደሩት አሰልጣኞች ቀደም ብሎ በስልጠና ዘርፉ ላይ ተመድበው ሲያሰለጥኑ የነበሩ አሰልጣኞች ብቻ ይሆናሉ፤ በሌላ የስልጠና ዘርፍ ላይ ያለ አሰልጣኝ መወዳደር አይችልም፤
- ፮. በኮንትራት ወይም በጊዜያዊነት ተቀጥረው የሚያገለግሉ አሰልጣኞችን በምደባ ማሳተፍ አይቻልም፤
- ፯. በዚንግና ዲፍሬሼሽን ጥናት መሰረት በተዘጉ ወይም በማይቀጥሉ የስልጠና ዘርፎች ወይም ክፍሎች ድልድል አይደረግም፤
- ፰. በተዘጉ ወይም በማይቀጥሉ የሙያ ዘርፎች ላይ ተመድበው ሲሰሩ የነበሩ አሰልጣኞች በመስፈርቱ መሰረት ውጤታቸው ተሞልቶ በኮሌጁ የበላይ ኃላፊ ዝርዝራቸው ለቢሮው ይላካል፤
- ፱. በዚህ አንቀጽ ንዑስ አንቀጽ (፮) መሠረት ውጤታቸው የተላከ የአሰልጣኞች ዝርዝር በቢሮ ደረጃ በሚቋቋመው የምደባ ኮሚቴ አማካኝነት ክፍት የአሰልጣኝ ቦታ ባሉባቸው ሌሎች ኮሌጆች አወዳድሮ በውጤታቸው መሰረት በሙያቸው ምደባ ያከናውናል፤
- ፲. በዚህ ደንብ የሚደረግ ምደባ ማንኛውም አሰልጣኝ በአሠልጣኝነት ለመቀጠል ከአጠቃላይ የመመዘኛ መስፈርት ዝቅተኛውን የማለፊያ ነጥብ ፷% (ስድሳ በመቶ) ማግኘት ይኖርበታል፤
- ፲፩. በአሰልጣኞች የሥራ መደቦች ላይ የሚሪት ሥርዓት እንደተጠበቀ ሆኖ የብሔር ብሔረሰብ ስብጥር ባካተተ እና ፍትሐዊነትን ባረጋገጠ መልኩ መመደብ ይኖርበታል፤

3. According to the Human Resources Management Directive, the college allows and is accredited for reasons such as maternity, annual leave, unpaid leave, up to three months of short training or sick leave; a trainer who is not present at work during a duel is placed to compete as an information provider by the Directorate of Human Resource Management;
4. Under this regulation, competition will only be done in office-approved training disciplines according to the Zoning and Differentiations study;
5. The trainers competing in the sanctioned professional disciplines will be the only trainers that have been assigned to the training sector and coached earlier; no trainer in any other training sector can compete;
6. It is not possible to involve trainers employed under contract or on a temporary basis in assignment;
7. According to the study of Zoning and Differentiation, allocation is not made in closed or non-continuous training disciplines or classes;
8. Trainers who had been assigned to closed or non-continuous career areas had their grades filled according to the requirement and were sent to the bureau by their list of the college's superintendent;
9. According to Sub-Article (8) of this Article, a list of trainers whose grades are sent, through an allocation committee that is established at the bureau level, compares them at other colleges with open trainer positions and performs assignments based on their grades;
10. A classification under this regulation requires that any trainer must obtain the minimum passing score of 60% (sixty percent) from the general criteria for qualification to continue as a trainee;
11. In the positions of the trainers, the merit system must be classified, as it is maintained, in a way that includes the ethnic composition and ensures fairness;

፲፪. በየኮሌጁ የሚቋቋመው የምደባ ኮሚቴ በተፈቀዱ የስልጠና ዘርፎች ላይ ብቻ የነበሩ አሰልጣኞችን በሰው ሀብት አስተዳደር ዳይሬክቶሬት ተረጋግጦ በሚቀርብለት መረጃ መሰረት ያወዳድራል፤ በመስፈርቱ መሰረት አወዳድሮ ሲያጠናቅቅ፡-

ሀ) ምደባ ያገኙ አሰልጣኞችን ዝርዝርና ውጤት በማረጋገጥ ለኮሌጁ ዋና ዲን ያቀርባል፤

ለ) ምደባ ያላገኙ አሰልጣኞች በየስልጠና ዘርፉ እና በየሙያ መስኩ በመለየት ለኮሌጁ ያሳውቃል፤

ሐ) በኮሌጁ ያለው የአሰልጣኝ ክፍት መደብ በየስልጠና ዘርፉና በየሙያው ለይቶ ለኮሌጁ ዋና ዲን ያቀርባል፤

መ) የኮሌጁ የበላይ ኃላፊ በዚህ ንዑስ አንቀጽ በተራ ፊደል (ለ) እና (ሐ) የቀረበለትን መረጃ መርምሮ ትክክለኛ መሆኑን ሲያረጋግጥ ዝርዝር መረጃውን ለቢሮ ይልካል፤

፲፫. ተወዳዳሪዎች በውድድሩ እኩል ነጥብ ሲያገኙ ወይም እስከ ሶስት ነጥብ ድረስ ልዩነት ሲኖር ቅድሚያ ለሴት ተወዳዳሪ ወይም ለአካል ጉዳተኛ ተወዳዳሪ ይሰጣል፤

፲፬. እኩል ውጤት ያመጡት ሴት ተወዳዳሪዎች ከሆኑ ቅድሚያ ለሴት አካል ጉዳተኛ ተወዳዳሪ ይሰጣል፤ እኩል ውጤት ያመጡት ሴት አካል ጉዳተኞች ከሆኑ የኮሌጁ የበላይ ኃላፊ የሥራ ትጋታቸውን እና ውጤታማነታቸውን ከግምት ውስጥ አስገብቶ ይወስናል፤

፲፭. በቀላል የዲሲፕሊን ክስ ሂደት ላይ የሚገኙ ጉዳዮች አሰልጣኞችን ከውድድር ውጪ አያደርጋቸውም፤

፲፮. በከባድ የዲሲፕሊን ክስ ምክንያት በሂደት ላይ የሚገኙ ጉዳዮች እና ውሳኔ አግኝተው የቆይታ ጊዜያቸውን ያላጠናቀቁ አሰልጣኞች አይወዳደሩም፤ የክሱ ውሳኔ ከተሰጠ በኋላ በቢሮውና በኮሌጁ አማካኝነት እንዲመደብ ይደረጋል፤

፲፯. በዚህ ደንብ መሰረት በድልድሉ መወዳደር የሚችሉት አሰልጣኞች የመጀመሪያ ዲግሪና በላይ የትምህርት ደረጃ ያላቸው ብቻ ይሆናሉ፤

፲፰. በትምህርትና ስልጠና ፖሊሲ መሰረት በሆሊስቲክ ምዘና የሙያ ብቃት ማረጋገጫ ምዘና ወስደው ብቁ የሆኑ ቅድሚያ ይሰጣቸዋል፤

12. The Classification Committee, which is formed by each college, compares trainers who were only in approved training areas based on information provided to them as verified by the Directorate of Human Resource Management, which compares them according to the criteria:

a) Provides validate the list and results of trainers who have achieved placement, for the college's head dean;

b) He informs the college trainers who have not received a assignment by identifying them in each training sector and in each professional field;

c) He identifies and presents to the college's Chief Dean the coaching open class at the college is in every training sector and every profession;

d) The college's head is in this Sub-Article in ordinary letters (b) and (c). Details when he examined the information provided and proved it to be accurate. He sends the information to bureau.

13. Priority is given to a female contestant or a disabled contestant when contestants receive equal points in the competition or there is a difference of up to three points;

14. If the female contestants who achieve equal scores are, then priority is given to the female disabled contestant; if the women who achieve equal scores are disabled, the college's superintendent will consider and determine their work diligence and effectiveness;

15. Cases found in the simple disciplinary proceedings do not disqualify trainers;

16. Due to serious discipline charges, ongoing cases and trainers who have not completed their tenure with a decision are not competing; once the decision of the lawsuit is made, they are placed in the bureau and through the college;

17. Under this regulation, only trainers with a bachelor's degree and higher level of education can compete in the doubles;

18. According to the Education and Training Policy, they take a vocational qualification assessment in the Holistic Assessment and are given a qualified priority;

፲፱. የስልጠና ዘርፍ ተጠሪ እና የሥራ ክፍል አስተባባሪዎች በዚህ ውድድር አይካተቱም፤ ሆኖም በዞኒንግና ዲፍሬንሼሽን ጥናት መሰረት የተዘጉ የሙያ ዘርፎች ላይ ተመድበው ሲሰሩ ከነበሩ በሙያቸው ይወዳደራሉ፤

፳. በኮሌጁ ባለ ልዩ ልዩ የሥራ ክፍሎች በባለሙያነት ተመድበው እየሰሩ ያሉ አሰልጣኞች በዚህ ደንብ መሠረት ቀድሞ ሲያሰለጥኑበት በነበረው የስልጠና ዘርፍ በአሰልጣኝነት የሚወዳደሩ ይሆናል፤

፳፩. በሥራ ክፍሎቹ ያሉ የባለሙያ መደቦች ከውድድሩ በኋላ ከአሰልጣኞች ውስጥ በመሠረታዊ የሥራ ሂደት ለውጥ ጥናት ሰነድ መሰረት መስፈርቱን ጠብቆ እንደ አዲስ የሚመደቡ ይሆናል፤

፳፪. የወርክ ሾፕ ቴክኒሺያን በዚህ ውድድር ሲያሰለጥን በነበረበት የስልጠና ዘርፍ እንዲወዳደር ይደረጋል፤

፳፫. የወርክ ሾፕ ቴክኒሺያን ምደባ ከአሰልጣኝ ምደባ በኋላ ይደረጋል፤

፳፬. ቢሮው በዚህ ደንብ መሰረት በኮሌጆች ምደባ ያላገኙ አሰልጣኞች ዝርዝር ለፕብሊክ ሰርቪስና የሰው ሀብት ልማት ቢሮ ይልካል፤

፳፭. በዚህ አንቀጽ ንዑስ አንቀጽ (፳፬) መሠረት ዝርዝራቸው የተላከለት የፕብሊክ ሰርቪስና የሰው ሀብት ልማት ቢሮ አሰልጣኞችን በአስተዳደሩ አስፈጻሚ ተቋማት ውስጥ ሊመድብ ይችላል፡፡

ክፍል ሶስት

የአሰልጣኝ ዝውውርና ምደባ መመዘኛ መስፈርት

፩. የመመዘኛ መስፈርት

አጠቃላይ የዝውውርና ምደባ መስፈርት የሚከተሉት ይሆናል፡-

ተ.ቁ	የመመዘኛ መስፈርት	የተሰጠው ነጥብ
፩	ለትምህርት ዝግጅት	፩
፪	ለአማካይ መመረቂያ ውጤት	፩
፫	ለአካዳሚክ ማዕረግ	፲
፬	ለሙያ ብቃት ምዘና ውጤት	፲
፭	ለሥራ አፈጻጸም ምዘና	፵
፮	በዘርፍ ኃላፊዎች የሚሞላ	፳፭
፯	ለማህደር ጥራት	፩
ድምር		፲

19. Training sector respondent and working class coordinators are not included in this competition, however, if they were working in the category of career areas that were closed according to the Zoning and Differentiations study, they would compete in their profession;
20. Trainers who are working as professionals in the various departments of the college will be competing as trainers in the training sector they have been training in before, under this regulation;
21. The professional classes in the working classes will be classified as new after the competition from the trainers according to the Basic Works Progress Change Study Document, which maintains the criteria;
22. The Workshop Technician will be made to compete in the training sector where he has been training in this competition;
23. The Workshop Technician classification is made after the Trainer classification;-//
24. The Bureau sends a list of trainers who have not received assignments at colleges under this regulation to the Bureau of Public Service and Human Resource Development;
25. According to Sub-Article (24) of this Article, the Bureau of Public Service and Human Resource Development, to which their details are sent, may assign trainers to the executive institutions of the administration.

PART THREE

TRAINERS TRANSFER AND ASSIGNMENT QUALIFICATION CRITERIA

8. Qualification Criterion

The general criteria for transfer and assignment will be as follows:

No	Qualification Criteria	Given point
1	Preparation for education	5
2	For the average graduation	5
3	For academic rank	10
4	Outcome for occupational competency assessment	10
5	Assessment for performance of work	40
6	Which will be filled by sector heads	25
7	Quality for archives	5
Sum		100

፱. የትምህርት ዝግጅት

የትምህርት ዝግጅት ከ፩% የሚያዝ ይሆናል፡-

ተ.ቁ	የትምህርት ዝግጅት	ከ ፩% የሚሰጠው ነጥብ
፩	ለፒኤች ዲ/ ሶስተኛ ዲግሪ	፩
፪	ማስተርስ/ ሁለተኛ ዲግሪ	፬
፫	የመጀመሪያ ዲግሪ	፫

፲. ለአማካይ መመረቂያ ነጥብ

አማካይ መመረቂያ ነጥብ ከ ፩% ሲሆን አሰልጣኙ ባገኘው የመመረቂያ አማካይ ነጥብ ከዚህ በታች በተመለከተው መሠረት ይሰጠዋል፡-

ተ.ቁ	የመመረቂያ ነጥብ	ከ ፩% የሚሰጠው ነጥብ
፩	፫.፭ እና በላይ	፩
፪	ከ፫-፫.፬፱፱	፬
፫	ከ፪.፭-፪.፱፱	፫
፬	ከ፪-፪.፬፱፱	፪

፲፩. ለአካዳሚክ ማዕረግ

አካዳሚክ ማዕረግ የትምህርት ዝግጅት፣ አገልግሎትን እና የአሰልጣኞች የካርየር ደረጃ ታሳቢ ተደረጎ የተሰራ ሲሆን፤ የ"ኤ" እና የ"ቢ" ደረጃ አሰልጣኞች በየአካዳሚክ ማዕረጎቻቸው ውጤት አሰጣጥ የሚከተለው ይሆናል፡-

ተ.ቁ	የአካዳሚ ማዕረግ ወይም የደረጃ ተዋረድ የ"ኤ" ደረጃ አሰልጣኝ	የተሰጠ ነጥብ ከ፲%
፩	ዋና አሰልጣኝ	፲
፪	መሪ አሰልጣኝ	፱
፫	ከፍተኛ አሰልጣኝ	፰
፬	አሰልጣኝ	፯
	የ "ቢ" ደረጃ አሰልጣኝ	የተሰጠ ነጥብ ከ፲%
፩	መሪ አሰልጣኝ	፲
፪	ከፍተኛ አሰልጣኝ	፱
፫	አሰልጣኝ	፰
፬	ረዳት አሰልጣኝ	፯
፭	ጀማሪ አሰልጣኝ	፮

9. Educational preparation

Education preparation will be booked from 5%:

No	Educational preparation	Score from 5%
1	Degree for Ph. D/Third Degree	5
2	Masters/Second Degree	4
3	Undergraduate	3

10. Point for Average Graduation

The average graduation score is from 5% and the coach is given a basis in the average score of the thesis below:

No	Graduation Point	Score from 5%
1	3.5 and above	5
2	3.00-3.499	4
3	2.5-2.99	3
4	2.00-2.499	2

11. For Academic Rank

Academic rank is made in consideration of educational preparation, service, and trainer carer rank; the "A" and "B" level trainers in the grading of their respective academic ranks will be as follows:

No	Academic rank or ranking hierarchy	Given score from 10%
	"A" level trainer	
1	Head trainer	10
2	Lead trainer	9
3	Senior trainer	8
4	Trainer	7
	Trainer of the "B" level	Given score from 10%
1	Lead trainer	10
2	Senior trainer	9
3	Trainer	8
4	Assistant trainer	7
5	Beginner trainer	6

In industrial extension and technology transfer				
No	Criterion	Weight	Indicative behaviour	Result
1	Research in applied research and research	1	The study functional does the problems he solved	
2	Recording and recording viable technology by diversifying enterprises effective	1.5	In the covered technology enterprises by product quality/productively/t he technology to make a fortune by selling them in an obsessive way that he did.	

፫	ኢንዱስትሪ ኤክስቴንሽን ድጋፍ ላይ ያስመዘገበው ውጤታማነት፤	፩.፭	የአንቀሳቃሾችን የክህሎት ክፍተት ለይቶ በማብቃት በሙያ ብቃት እስመዝኖ ያበቃ/ የኢንተርፕራይዞችን የሂሳብ መዝገብ አያያዝ ያሻሻለ/ተጨማሪ የሥራ ዕድል እንዲፈጥሩ ያስቻለ/ በካይዘን የኢንተርፕራይዞችን የስራ ጊዜ፣ የጥሬ ዕቃ ብክነቶችን ትርጉም ባለው መልኩ የቀነሰ፤	
፬	የሥራ ሠዓትን በአግባቡ ስራ ላይ የሚያውል	፩.፭	በወጣው ፕሮግራም መሰረት ምንም ዓይነት ስዓት ሳይሸራርፍ ለኢንተርፕራይዞች ድጋፍ የሰጠ፤	
፭	ዲሞክራሲያዊ ማዕከላዊነትን ጠብቆ ስራዎችን የሚያከናውን	፩	በቅርብ ኃላፊው የሚሰጡ ሥራዎችን ተቀብሎ በአግባቡ ተግባራዊ የሚያደርግና ከሥራ ባልደረቦቹ የሚነሱ አላማኝ ሀሳቦችን የመቀበል ችሎታ ያለውና ለሀሳብ የበላይነት አክብሮት ያለው፤	
፮	ለሥራ ያለው ትጋት	፩	ለሠልጣኞች በቂ ጊዜ መስጠት፤ ሠልጣኙን ለማብቃት ከተመደበለት የሥልጠና ሰዓት ውጪ የራሱን ጊዜ የመጠቀም ፍላጎት፤	
፯	ሥራን በቡድን የመስራት ችሎታ	፩.፭	ከሥራ ባልደረቦቹ ጋር ተግባብቶና ተረዳድቶ የመስራት ልምድና ባህል ያዳበረ፤	
ድምር		፱		

3	Industry Extension Support the effectiveness he achieved at	1.5	Skill spacing of actuators by career qualification through qualification impressionist ending/Accounting record of enterprises handling upgrade/more Job which enabled them to create a chance/in kaizen enterprise job time raw material waste in meaningful quantities Shifted	
4	Work hours properly use	1.5	Nothing according to the program that came out type provided support to enterprises.	
5	Democratic centralization maintaining and performing operations	1	Operations offered by his immediate head accept properly functional which does work his colleague's acceptance of persuasive ideas that arise skilled and for the supremacy of thought respectful.	
6	His dedication to work	1	Giving trainees enough time if he is assigned to empower the trainee his own time outside training time desire to use	
7	Work in-group working ability	1.5	Get along with his colleagues understanding and the experience and culture of working cultivated	
Sum		9		

፲፭. በስልጠናና አካዳሚክ ዘርፍ የሚሰጥ ነጥብ
ለእያንዳንዱ አሰልጣኝ የስልጠና እና አካዳሚክ ጉዳዮች ምክትል ዲን እና የሥልጠና ዘርፍ ተጠሪ በጋራ ከ፲% የሚያዝ ይሆናል፡-

ስልጠና እና አካዳሚክ ጉዳዮች				
ተ.ቁ	የመመዘኛ መስፈርት	የያዘው ክብደት	አማላካች ባህሪ	የተሰጠው ውጤት
፩	የመደበኛ ሥልጠናውን ጥራት የማስጠበቅ ብቃት	፩.፭	በስልጠና ሞጁሉ በተቀመጠው ስዓት መሰረት 70% በተግባር 30% በንድፈ ሀሳብ ስልጠና በመስጠት ውጤታማነቱን በስልጠና ዓላማ መሰረት በተቋም ውስጥ ምዘና ያረጋገጠ ፤	
፪	የአጫጭር ሥልጠናውን ጥራት ለማስጠበቅ የሚያደርገው ጥረት	፩	የሰልጣኞችን የመቀበል ፀኑነታ ግምት ውስጥ በማስገባት ስልጠናውን በቀላሉ መረዳት እንዲችሉ አድርጎ ያሰለጠነ	
፫	የትብብር ሥልጠናውን ጥራትና ተደራሽነት ለማስጠበቅ የሚያደርገው ጥረት	፩.፭	የትብብር ስልጠና ሽፋንን ለማሳደግ ከሙያው ጋር ተዛማጅነት ያለው ኢንዱስትሪን መለየት የቻለ፤ የትብብር ስልጠናውን ውጤታማ ለማድረግ በሶስቱ ምዕራፎች በዝግጅት፤ በትግበራና በማጠቃለያ ምዕራፍ ተገቢውን ክትትልና ድጋፍ በማድረግ የነበሩ ክፍተቶችን የቀረፈ፤	

15. Points Awarded in the Field of Training and Academics

Vice Dean for Training and Academic Affairs and Training Sector for each Trainer, A respondent will be jointly held from 10%:

Training and Academic Affairs				
No	Criterion	Weight	Indicative behavior	Result
1	Quality of formal training exercise qualification	1.5	70% according to the time set by the training module in practice 30% by providing theoretical training in institution based on the purpose of training its effectiveness assertive	
2	Quality of his short training his efforts to secure	1	Considering the status of the trainees' acceptance he trained his training as being able to understand easily	
3	Quality of the cooperative training what it does to secure access effort	1.5	With the profession to enhance the coverage of collaborative training able to identify an industry with a correlation, a cooperative one in the three chapters to make the training effective appropriate in preparation, implementation and summary phase one that has carved out gaps that have existed through monitoring and support	

፬	መደበኛና የአጫጭር ጊዜ ሰልጣኞችን መያዣ ብቃት በመያዣ ብቃት ምዘና ያረጋገጠ	፩	በመደበኛ መርሐ ግብር የመብቃት ምጣኔን 40%/ በአጫጭር ጊዜ 90% ያደረሰ	
፭	የሥራ ስዓትን በአግባቡ መጠቀም	፩	የስልጠና ስዓትን ሳይሸራርፍ በአግባቡ ሥራ ላይ ያዋለ፤	
፮	በስልጠናው ሂደት የሚያጋጥሙ ችግሮችን የመፍታት ብቃት	፩	ከቅርብ ኃላፊው/ ከሰልጣኞች ጋር የሚያጋጥሙ ፈታኝና ትግስትን የሚፈታተኑ ሁኔታዎች ሲያጋጥሙ ስሜቱን በመቆጣጠር ችግሮችን ተነጋግሮ የመፍታት ብቃት ያለው፤	
፯	አካታች የማሰልጠን ስነ-ዘዴን ተግባራዊ ያደረገ	፩	ለአካል ጉዳተኞችና ለሴቶች ልዩ ትኩረት በመስጠት ብቁ እንዲሆኑ ያደረገ	
፰	የተግባቦት ብቃት	፩	ከኢንዱስትሪ ውስጥ አሰልጣኞች እንዲሁም በኮሌጅ ከሚገኙ የሥራ ባልደረቦችና ኃላፊዎች ጋር ሥራንና ሥራን መሰረት ያረገ ተግባቦት ያለው	
፱	የማሰልጠኛ ጥሬ ዕቃዎችን በአግባቡ የመጠቀም ብቃት	፩	የሥልጠና መሳሪያዎችን እና የስልጠና ጥሬ ዕቃዎችን በአግባቡ በቁጠባ የሚጠቀምና ሌሎች ሲያባክኑ እንዳያባክኑ መያዣ ድጋፍ የሰጠ	
ድምር		፲		

4	Normal of the short time professional qualification of trainees by profession qualification assessment certified	1	40% of the qualification rate on a regular schedule in short time, it made 90%	
5	Proper use of work time	1	He put a training time on proper duty without slipping it, too	
6	Those who will be encountered during the training process competence in problem solving	1	Challenging encounters with the nearest head/trainees his feelings as he encounters situations that challenge the patience competent in dealing with problems through control, and solving them	
7	Inclusive training ethnography. applied	1	Eligible with special attention to people with disabilities and women which made them become	
8	Interoperability competence	1	Trainers from industry as well as in college work and work with available colleagues and officials base with a damping function	
9	Appropriately training raw materials usability	1	Training equipment and training raw materials which uses properly sparingly and when others waste it who gave professional support to prevent wasting	
Sum		10		

፲፮. የተቋማት ልማትና አስተዳደር ጉዳዮች ዘርፍ የሚሰጥ ነጥብ

በተቋማት ልማትና አስተዳደር ጉዳዮች ዘርፍ ምክትል ዲን ከ፮% የሚሞላ ይሆናል፡-

አሰልጣኝ ልማትና ተቋማት አቅም ግንባታ የአስተዳደር ዘርፍ ጉዳዮች				
ተ.ቁ	የመመዘኛ መስፈርት	የያዘው ክብደት	አመላካች ባህሪ	የተሰጠው ውጤት
ሐ	የማሰልጠኛ ወርክ ሾፖችን በስታንዳርድ ያደራጀ	ሐ	የሚያሰለጥንበትን ወርክ ሾፕ ካይዘንን መሰረት በማድረግ በ8 ስቴሽን በማደራጀት ለስልጠና ምቹ ያደረገ ፤	
ከ	የማሰልጠኛ ማሽነሪዎች በአግባቡ የመጠቀም ብቃት	ሐ	የሚያሰለጥንባቸው ማሽነሪዎችና የእጅ መሳሪያዎችን ለተግባር ስልጠና በአግባቡ የመጠቀምና ሲበላሹ በወቅቱ በመጠን ሥራ ላይ እንዲውሉ ያደረገ	
፲	የአሰልጣኝነት መ.ያዊ ብቃት ማሳደግ	ሐ	በውስጥ ሱፐርቪዥን በመሳተፍ ከሌሎች ልምድ በመቅሰምና ለሌሎች ልምዱን በማካፈል የአሰልጣኝነት መ.ያዊ ብቃቱን ያሳደገ	
፱	አረንጓዴ ቴክኒክና መ.ያን የተገበረ	ሐ	በሚያሰለጥንበት ወርክ ሾፕ ተረፈ ምርቶች የሚወገዱበት አግባብነት ያለው ሥርዓት የዘረጋገጠ ካምፓስ ለመፍጠር አስተዋጽኦ ያደረገ፤	
ረ	የኢንዱስትሪ ውስጥ አሰልጣኝ ያፈራ	ሐ	የትብብር ስልጠናውን ጥራት ለማስጠበቅ የኤ/የቢ ደረጃ አሰልጣኞችን በመለየት እንዲበቁ ያደረገ	
ሺ	የአሰልጣኝነት መ.ያዊ ስነ-ምግባር	ሐ	ብዝሃነትን የመቀበል፣ በስዕላዊ፣ በስራ ልብስ አለባበስ፣ የሥራ ስዓት በማክበሩ፣ ከደባል ሱስ ነፃ የሆነና በሥነ-ምግባሩ ለሰልጣኞች አርዕያ መሆን የሚችል	
ድምር		ሺ		

16. Point Giving the Sector of Institutional Development and Administration Affairs

In the areas of institutional development and administration affairs, the deputy dean will be in charge of 6%:

Trainer Development and Institutions Capacity Building Administration Sector Affairs				
No	Criterion	Weight	Indicative behavior	Result
1	Training workshops organize by standard	1	Based on the workshop kaizen he trains at, he was ranked at 8 which made station comfortable for training by organizing it	
2	Training machinery properly usability	1	Which trains them machinery and hand equipment use by the proper for practical training and when they broke down at the time which led to their use in repair work	
3	Training professional fit raise	1	By taking part in the internal Supervision, drawing on experience from others sharing his experience for others, he has his coaching professional skills raised	
4	Normal of the short time professional qualification of trainees by profession qualification assessment certified	1	40% of the qualification rate on a regular schedule in short time, it made 90%	
5	Proper use of work time	1	He put a training time on proper duty without slipping it, too	
6	Those who will be encountered during the training process competence in problem solving	1	Challenging encounters with the nearest head/trainees his feelings as he encounters situations that challenge the patience competent in dealing with problems through control, and solving them	
Sum		6		

፲፯. ለሥራ አፈፃፀም የሚሰጥ ነጥብ

- ፩. የሥራ አፈፃፀም በዚህ ደንብ አንቀጽ ፩ ሠንጠረዥ ተራ ቁጥር (፭) መሰረት የቅርብ ጊዜ የሶስት ተከታታይ ሴሚስተር ሥራ አፈፃፀም አማካይ ያገኘው ውጤት ከ፵% (አርባ ከመቶ) የሚያዝ ይሆናል፤
- ፪. የዚህ አንቀጽ ንዑስ አንቀጽ (፩) ድንጋጌ ቢኖርም፡-
- ሀ) ከኮሌጅ ዲንነት ተነስተው በአሰልጣኝነት የተመደቡ በተመደቡበት ቦታ ከስድስት ወር በታች የቆዩ ከሆኑ የቅርብ ኃላፊያቸው ውጤት እንዲሞላላቸው በማድረግ ይወዳደራሉ፤
- ለ) ከኮሌጅ ዲንነት ተነስተው በአሰልጣኝነት የተመደቡበት ቦታ ከስድስት ወር በላይ የቆዩ ከሆኑ አሁን በተመደቡበት ዘርፍ ባላቸው አፈፃፀም በቆይታቸው የተሞላላቸው ውጤት ተይዞ ይወዳደራሉ፤
- ሐ) ከትምህርት የተመለሱ አሰልጣኞች ከተመለሱ አንድ ሴሚስተር ያልሞላቸው ከሆነ ወደ ትምህርት ከመሄዳቸው በፊት የነበራቸው የሶስት ጊዜ የሥራ አፈፃፀም ተይዞ ይወዳደራሉ፤
- መ) አሰልጣኞቹ ከትምህርት ከተመለሱ ከአንድ ሴሚስተር በላይ ከሆናቸው ከተመለሱበት ጊዜ ጀምሮ ያላቸው ውጤት ተቀይሮ ይሰራላቸዋል፡፡

፲፰. የግል ማህደር ጥራት የነጥብ አሰጣጥ ሁኔታ

- ፩. በማህደሩ ምንም ዓይነት የዲሲፕሊን ቅጣት የሌለበት፩፤
- ፪. በፅሁፍ የተሰጠ የቃል ማስጠንቀቂያ፪፤
- ፫. የፅሁፍ ማስጠንቀቂያ፫፤
- ፬. እስከ ፲፭ ቀን የደመወዝ ቅጣት፬፤

ክፍል አራት

ስለዝውውርና ምደባ ኮሚቴ

፲፱. ስለ አብይ ኮሚቴ

ዓብይ ኮሚቴ በቢሮ ደረጃ የሚቋቋም ሆኖ የሚከተሉት አባላት ይኖሩታል፡-

- ፩. የሥራና ክህሎት ቢሮ ኃላፊሰብሳቢ፤
- ፪. የሥራና ክህሎት ቢሮ የውጤት ተኮር ስልጠናና ተቋማት ልማት ዘርፍ ምክትል ቢሮ ኃላፊ ምክትል ሰብሳቢ፤
- ፫. የሥራና ክህሎት ቢሮ የዘርፍ ኃላፊዎች አባል፤
- ፬. የፕብሊክ ሰርቪስና የሰው ሀብት ልማት ቢሮ ምክትል ቢሮ ኃላፊ አባል፤
- ፭. የሥራና ክህሎት ቢሮ የአሰልጣኝ ልማት ዳይሬክቶሬት ዳይሬክተር ፀሐፊ፤
- ፮. የየኮሌጆች ዋና ዲናች አባል፡፡

17. Point for Performance of Work

1. Performance close according to the ordinary number (5) of the Article 8 Table of this Regulation; Time three consecutive semester job performance average gains from 40% (Forty per cent) will be commanding;
2. Despite the provision of Sub-Article (1) of this Article:
- a) From six in their assigned positions, who rose from college dean to be assigned as trainer. If they're under a month old, having their closest power fill them out. They compete in;
- b) From college dean and assigned as coach in their assigned positions of six. If they've been over a month now with their performance in their assigned sector during their stay the full results are captured and they compete;
- c) If returning trainers from school return not to have reached a semester, their three-time job performance before going to school was booked. They compete;
- d) If the coaches are more than a semester back from school their results since their return will be changed and worked for them.

18. Personal Archive Quality Scoring Factor

1. There is no disciplinary penalty for the archive 5
2. An oral warning issued in writing..... 4
3. Written warning..... 3
4. Up to 15 days of salary penalty.....2

PART FOUR
ONTRANSFER AND ASSIGNMENT
COMMITTEE

19. Main Committee

The Abbey Committee will be established at the bureau level and will have the following members:

1. The head of the Bureau of Labor and SkillsChair Person;
2. Office of the Deputy Bureau for the Development of Output Oriented Training and Institutions of the Bureau of Works and Skills Head..... Deputy Chair Person;
3. Bureau of Labor and Skills Sectoral Heads..... Member;
4. The Deputy Bureau Chief of the Public Service and Human Resources Development..... Member;
5. The Director of the Trainer Development Directorate of the Bureau of Labor and SkillsSecretary;
6. The main deans of the respective colleges are.....Member

፳. የዓብይ ኮሚቴ ተግባርና ኃላፊነት

- ፩. ለሚያከናውናቸው ተግባራት የድርጊት መርሀ-ግብር ያዘጋጃል፤
- ፪. የተዘጋጁ የልዩታ መስፈርቶችን እና አሠራሩን ለየተቋማቱ ያወርዳል፤ ምደባና ዝውውርን በበላይነት ይመራል፤ ክትትልና ድጋፍ ያደርጋል፤
- ፫. የየኮሌጁ ምደባ በዚህ ደንብ መሠረት መሆኑን ይገመግማል፤ አቅጣጫ ያስቀምጣል፤ ከየኮሌጁ የተላከውን ምደባ መርምሮ ያጸድቃል፤
- ፬. ምደባ ያላገኙ አሰልጣኞችን በቢሮ ደረጃ በተዋቀረው ኮሚቴ ክፍት መደብ ባለባቸው ሌሎች ኮሌጆች ውስጥ እንዲመደቡ አቅጣጫ ያስቀምጣል፤
- ፭. በዚህ አንቀጽ ንዑስ አንቀጽ (፮) መሠረት ከቢሮ ምደባ ኮሚቴ የተላከውን ምደባ መርምሮ ያጸድቃል፤
- ፮. ምደባ ያላገኙ የአሰልጣኞችን መረጃ በቢሮው በኩል ለፐብሊክ ሰርቪስና የሰው ሀብት ልማት ቢሮ እንዲላክ ያደርጋል፡፡

፳፩. የኮሌጁ የምደባ ኮሚቴ

- ፩. በኮሌጁ የዋና ዲን የሚሰየምሰብሳቢ፤
- ፪. የአሠልጣኝ ልማት አስተባባሪ አባልና ፀሐፊ፤
- ፫. ከመምህራን ማህበር የሚወከሉ ሁለት አባላት ሆኖ አንዱ ሴት አባል፤
- ፬. የሰው ሀብት አስተዳደር ዳይሬክቶሬት ዳይሬክተር ወይም ተወካይ ድምጽ የሌለው አባል፡፡

፳፪. የኮሌጁ ምደባ ኮሚቴ ተግባርና ኃላፊነት

- ፩. ለሚያከናውናቸው ተግባራት የድርጊት መርሀ-ግብር ያዘጋጃል፤
- ፪. ለአሰልጣኞች በዚህ በደንብ መሰረት የግንዛቤ ማስጨበጫ ስልጠና ይሰጣል፤
- ፫. በቢሮው የጸደቀውን የስልጠና ዘርፍ እና በየስልጠና ዘርፉ ያሉ የሙያ መስኮችንና አሰልጣኞችን መረጃ በመረከብ ምደባ ሰርቶ የምደባውን ውጤት በማስታወቂያ ያሳውቃል፤
- ፬. ማጠቃለያ ሪፖርት ለቢሮው ዓብይ ኮሚቴ ያቀርባል፡፡

20. Duty and Responsibility of the Main Committee

1. It develops a plan of action for the activities it performs;
2. It submit prepared standards of identification and its operation to the institutions;
3. It oversees assignment and transferring, and provides monitoring and support;
4. It assesses that the assignment of each college is in accordance with this regulation, setting direction;
5. It examines and approves the assignment sent from the college;
6. Trainers who did not receive assignment were assigned in bureau level by the structured committee where they had an open class; It would set the direction for other colleges to be assigned in;
7. Assignment sent from the Bureau Assignment Committee under Sub-Article (6) of this Article, it investigates and approves;
8. It provided trainers' information that did not receive assignments, through his bureau, sending to the Public Service and Human Resources Development Bureau.

21. College Assignment Committee

1. A chief dean's designation at the college..... Chair Person
2. The Trainer Development Coordinator..... Member and Secretary.
3. As two members to be represented from the teachers' union, one of them is a woman..... Member
4. Human Resource Administration Directorate Director or Representative.....non-Voting Member.

22. Duty and Responsibility of the College Assignment Committee

1. It develops an action plan for its activities;
2. It provides an awareness training for trainers on this well-founded basis;
3. It made a classification by taking over the officials' information and advertised the results of the classification;
4. Summary Report to the Bureau Main Committee.

፳፫. የምደባ ኮሚቴ አባላት ግዴታ

- ፩. ማንኛውም የምደባ ኮሚቴ አባል የራሱ ምደባ ሲታይ ከኮሚቴው ስብሰባ መውጣት ይኖርበታል፤
- ፪. የምደባው ውጤት ይፋ እስኪሆን ድረስ ሚስጥር መጠበቅ አለበት፡፡

፳፬. በቢሮ ደረጃ የተቋቋመ የዝውውርና ምደባ ኮሚቴ አወቃቀር

በኮሌጅ ምደባ ያልተሰጣቸው አሰልጣኞችን በየኮሌጁ ምደባ የሚያካሂድ ኮሚቴ ሆኖ የሚከተሉት አባላት ይኖሩታል፡፡

- ፩. በቢሮ ኃላፊ የሚሰየም ሰብሳቢ፤
- ፪. ከውጤት ተኮር ስልጠና እና የተቋማት ልማት ዘርፍ የሚወክል አባል፤
- ፫. ከኢንተርፕራይዝ እና የቴክኖሎጂና ልማት ዘርፍ የሚወክል አባል፤
- ፬. ከመምህራን ማህበር የሚወክል አባል፤
- ፭. በቢሮ ኃላፊ የሚወክል ባለሙያ አባል፤
- ፮. ከሰው ሀብት ልማት ዳይሬክቶሬት ተወካይ ያለ ድምጽ ፀሐፊ፡፡

፳፭. በቢሮ ደረጃ የተቋቋመ የዝውውርና ምደባ ኮሚቴ ተግባርና ኃላፊነት

- ፩. ለሚያከናውናቸው ተግባራት የድርጊት መርሃ-ግብር ያዘጋጃል፤
- ፪. ከየኮሌጁ በተላከለት መረጃ መሠረት ባሉ ክፍት ቦታዎች ላይ ምደባ ያደርጋል፤
- ፫. የምደባውን ውጤት ይፋ ያደርጋል፤
- ፬. በቢሮው የዝውውርና ምደባ ኮሚቴ ውሳኔ ላይ የሚቀርብ ቅሬታ በቢሮ ኃላፊ የማስተካከያ ውሳኔ ሲኖር ተቀብሎ ማስተካከያ ያደርጋል፤
- ፭. የምደባ ሥራውን ሚስጥራዊነት ይጠብቃል፤
- ፮. ማጠቃለያ ሪፖርት ለቢሮ ኃላፊ ያቀርባል፡፡

23. Obligation of Members of the Assignment Committee

- 1. Withdrawal from the committee meeting when any member of the assignment committee has their own assignment shown He will have;
- 2. The assignment must be kept secret until results are made public.

24. Structure of a Transfer and Assignment Committee Established at the Bureau Level

As a committee that conducts the Assignment of Trainers in each college that are not given assignment by college will be the following members:

- 1. Designated by the Head of the Bureau..... Chair Person;
- 2. Represented from the field of outcome-oriented training and institutional development..... Member;
- 3. Represented from the enterprise and technology and development sector... Member;
- 4. Represented from the Teachers' Union..... Member;
- 5. A professional represented by Bureau Head.....Member;
- 6. A representative from the Human Resources Development Directorate.... Without a voice Secretary.

25. Duty and Responsibility of the Transfers and Assignments Committee Established at the Bureau Level

- 1. It develops an action plan for its activities;
- 2. It makes assignments in open spaces, which are based on information sent to him from the college;
- 3. It will release the results of the assignment;
- 4. Complaints about the decision of the Bureau's Transfer and Assignment Committee by the Bureau Head, when there is a corrective decision, he accepts and makes adjustments;
- 5. It maintains the secrecy of its assignment;
- 6. Summary report provides to the head of office.

ክፍል አምስት
የዝውውርና ምደባ አፈፃፀም የአሰልጣኝ
መብትና ግዴታ

፳፮. መብት

- ፩. የአሰልጣኝ ዝውውርና ምደባ መሰረት ተደርጎ በዞኒንግ ዲፍረንሽሽን የምደባ አሰራር ላይ በሚሰጥ የግንዛቤ ማስጨበጫ ስልጠና ላይ የመገኘትና መረጃ የመጠየቅ፤
- ፪. የምደባ አፈፃፀም ውድድር የሚያስፈልጉ መረጃዎች ከማህደሩ ጋር ያልተያያዘ ከሆነ አግባብ ባለው አካል የተረጋገጠ ሰነድ በውድድር ማስታወቂያ ላይ በሚገለጸው ጊዜ ገደብ ውስጥ የማቅረብ፤
- ፫. ጥምርታን መሰረት በማድረግ በተደረገው ምደባ ቅሬታ ካለው የማቅረብ፡፡

፳፯. ግዴታ

- ማንኛውም አሰልጣኝ የሚከተሉት ግዴታዎች ይኖሩታል፡-
- ፩. የሚጠየቀውን መረጃ በወቅቱ ማቅረብ፤
 - ፪. በመስፈርቱ መሰረት ውድድር ከተካሄደ በኋላ የሚሰጠውን ምደባ መቀበል፤ በተመደበበት ተቋም ተገኝቶ የመሰራት ግዴታ አለበት፤
 - ፫. ወደ ሌሎች ኮሌጆች ወይም ሌላ የመንግስት መስሪያ ቤት የሚዛወር አሰልጣኝ በእጁ የሚገኝ የመንግስት ሀብትና ንብረት ማስረክብ አለበት፡፡

ክፍል ስድስት
ስለቅሬታ ሰሚ ኮሚቴ

፳፰. የኮሌጅ የቅሬታ ኮሚቴ አሰያየም

- ማንኛውም ኮሌጅ የሚከተሉት አባላት ያሉት የቅሬታ ኮሚቴ ይኖረዋል፡-
- ፩. በኮሌጁ የበላይ ኃላፊ የሚሰየም..... ሰብሳቢ፤
 - ፪. በኮሌጁ የበላይ ኃላፊ የሚሰየም..... ፀሐፊና አባል፤
 - ፫. በመምህራን ማህበር የሚወከል..... አባል፡፡

PART FIVE
THE RIGHTS AND OBLIGATION OF
TRAINERS IN THE PERFORMANCE
OF TRANSFER AND ASSIGNMENT

26. Right

1. Classification procedure in Zoning and Differentiations as the basis of trainer transfer and assignment;
2. Availability and inquiring information at on-off awareness training; If the information required for the classification performance competition is not attached to the archive; A document confirmed by the appropriate party at the time of the announcement of the competition, offering within limits;
3. Of filing if there is a complaint with the classification based on the ratio.

27. Obligation

1. Any trainer will have the following obligations:
2. Presenting the information to be requested in a timely manner;
3. Accepting the classification given after a competition is held according to the criteria; He is obliged to attend and work at his assigned institution.
4. A trainer in his hand who will be transferred to other colleges or other government office. It must hand over available government resources and property.

PART SIX
GRIEVANCE COMMITTEE

28. The College's Grievance Committee

Any College will have a Grievance Committee with the following members:

1. Designated by the Head of the College..... Chair Person;
2. Designated by the Head of the College..... Secretary and Member;
3. Represented by a teachers' union.....Member.

፳፱. የኮሌጅ ቅሬታ ሰሚ ኮሚቴ ተግባርና ኃላፊነት

የኮሌጁ ቅሬታ ሰሚ ኮሚቴ፡-

- ፩. ይፋ በተደረገው ምደባ ላይ የሚቀርቡለትን የቅሬታ ማመልከቻዎች ይቀበላል፤
- ፪. በዚህ ደንብ አንቀጽ ፴፫ መሠረት ቅሬታዎችን አጣርቶ የውጣኔ ሀሣብ ለኮሌጁ ዋና ዲን ያቀርባል፤
- ፫. የቅሬታ ማመልከቻዎችን፣ በማጣራት ሂደት የተገኙ ማስረጃዎችን እና ቃለ-ጉባኤዎችን አደራጅቶ ይይዛል፤
- ፬. ማጠቃለያ ሪፖርት አዘጋጅቶ ለበላይ ኃላፊ ያቀርባል፡፡

፴. የቢሮው ቅሬታ ሰሚ ኮሚቴ አሰያዩም

- ቢሮው የሚከተሉት አባላት ያሉት የቅሬታ ሰሚ ኮሚቴ ይኖረዋል፡-
- ፩. በሥራና ክህሎት ቢሮ የበላይ ኃላፊ የሚሰየምሰብሳቢ፤
 - ፪. በሥራና ክህሎት ቢሮ የበላይ ኃላፊ የሚሰየምፀሐፊና አባል፤
 - ፫. በመምህራን ማህበር የሚወከልአባል፡፡

፴፩. የቢሮ ቅሬታ ሰሚ ኮሚቴ ተግባርና ኃላፊነት

- ፩. በዚህ ደንብ አንቀጽ ፴፫ መሠረት ቅሬታዎችን አጣርቶ የውጣኔ ሀሣብ ለቢሮ ኃላፊ ያቀርባል፤
- ፪. በኮሌጅ ደረጃ ያልተፈቱ ቅሬታዎች በይግባኝ ሲቀርቡለት አጣርቶ በሶስት ቀን ውስጥ የውሳኔ ሀሳብ ለቢሮ ኃላፊ ያቀርባል፤
- ፫. የቅሬታ ማመልከቻዎችን፣ በማጣራት ሂደት የተገኙ ማስረጃዎችን እና ቃለ-ጉባኤዎችን አደራጅቶ ይይዛል፤
- ፬. ማጠቃለያ ሪፖርት አዘጋጅቶ ለቢሮ ኃላፊ ያቀርባል፡፡

ክፍል ሰባት

የቅሬታ አቅራቢ

፴፪. የቅሬታ አቅራቢ ሥርዓት

- ፩. በምደባና ዝውውር ቅሬታ አለኝ የሚል አሰልጣኝ ምደባው ይፋ ከሆነበት ቀን ጀምሮ ባሉት ሦስት ተከታታይ የሥራ ቀናት ውስጥ ቅሬታውን በጽሁፍ ለቅሬታ ሰሚ ኮሚቴ ማቅረብ ይችላል፤

29. Duty and Responsibility of the College Grievances Committee

The College Grievance Committee:

1. It receives complaints applications for it on the official assignment;
2. Under Article 33 of this Regulation, he investigated complaints and considered the idea of a decision to be central to the College Dean Presents;
3. Complaints applications, evidence obtained through the vetting process, and minutes. It organises and holds;
4. It produces a summary report and provides it to the head.

30. The Bureau Grievance Committee

The Bureau will have a Grievances Committee with the following Members:

1. Designated by the Head of the Bureau of Labor and Skills..... Chair Person;
2. Designated by the Head of the Bureau of Labor and Skills.....Secretary and Member;
3. Represented by a teachers' union.....Member.

31. Duty and Responsibility of the Bureau Grievance Committee

1. Provides the vetted grievance and made a recommendation to the head of bureau under Article 33 of this regulation;
2. At the college level, he vetted when unsolved complaints were filed against him on appeal, within three days, Proposal to the head of bureau;
3. Grievance applications, evidence obtained through the vetting process, and interviews, it organized and held conferences.
4. It produces a summary report and provides it to the head of the bureau.

PART SEVEN

GRIEVANCE PROCEDURE

32. Grievance Procedure

1. A trainer who claims to be complaining about assignment and swings from the day the assignment was announced, in the three consecutive days of operation, he referred the complaint in writing to the Committee on Grievances can present;

፪. በኮሌጅ ደረጃ ቅሬታ አልተፈታልኝም ብሎ ቅሬታ የሚያቀርብ ማንኛውም አሰልጣኝ በቢሮ ደረጃ ለተቋቋመው ቅሬታ ሰሚ ኮሚቴ በሶስት ተከታታይ የሥራ ቀናት ውስጥ ቅሬታን በጽሁፍ ማቅረብ ይችላል፤

፫. በዚህ አንቀጽ ንዑስ አንቀጽ (፩) እና (፪) የተደነገገው ቢኖርም በተቀመጠው የጊዜ ገደብ ቅሬታውን ማቅረብ ያልቻለው ከአቅም በላይ በሆነ ምክንያት ከሆነ ሁለት ተከታታይ ተጨማሪ የሥራ ቀናት ሊራዘም ይችላል፡፡

፴፫. የውሣኔ አሰጣጥ

፩. የቅሬታ ሰሚ ኮሚቴ ቅሬታው በጽሁፍ ከቀረበለት ጊዜ ጀምሮ ባለው ሦስት ተከታታይ የሥራ ቀናት ውስጥ የውሳኔ ሃሳብ እንደአግባብነቱ ለተቋሙ የበላይ ኃላፊ ወይም ለቢሮ ኃላፊ ማቅረብ አለበት፤

፪. በዚህ አንቀጽ ንዑስ አንቀጽ (፩) የተደነገገው ቢኖርም ኮሚቴው ቅሬታውን ለማጣራት ተጨማሪ ጊዜ የሚያስፈልገው ሆኖ ሲገኝ ለሁለት ተከታታይ የሥራ ቀናት ሊራዘም ይችላል፤

፫. እንደአግባቡ የበላይ ኃላፊው ወይም የቢሮ ኃላፊው ከቅሬታ ሰሚ ኮሚቴ የቀረበለት የውሳኔ ሀሳብ ከቀረበለት ቀን ጀምሮ በሶስት ተከታታይ የሥራ ቀናት ውስጥ ውሳኔ በጽሁፍ መስጠት አለበት፤

፬. በበላይ ኃላፊ በተሰጠው ውሣኔ ያልተስማማ ማንኛውም ቅሬታ አቅራቢ ውሳኔውን ካገኘበት ቀን ጀምሮ ባለው ሦስት ተከታታይ የሥራ ቀናት ውስጥ ቅሬታውን ለቢሮው ለማቅረብ ይችላል፤ ቢሮው የሚሰጠው ውሳኔ የመጨረሻ ይሆናል፤

፭. በዚህ አንቀጽ ንዑስ አንቀጽ (፫) ወይም (፬) መሠረት ቢሮው በሚሰጠው ውሳኔ ያልተስማማ ማንኛውም አሰልጣኝ አቤቱታውን ለከተማ አስተዳደሩ የመንግስት ሠራተኞች አስተዳደር ፍርድ ቤት ማቅረብ ይችላል፡፡

2. Any trainer who complains that he's not been solved by a college-level complaint, in three consecutive working days for the Grievances Committee, which was established at the bureau level, he can file a complaint in writing;
3. In the time set by this Article, even if the Sub-Article (1) and (2) are provided for, if Limit failed to file the complaint for overwhelming reason, two a series of additional workdays may be extended.

33. Determination

1. Must present in the three working days since the complaint was filed in writing, the Grievances Committee a recommendation in appropriate for the head of the institution or bureau;
2. Notwithstanding the provisions of Sub-Article (1) of this Article, the committee was required to investigate the grievance extending two consecutive working days when it comes to requiring more time;
3. As appropriate, the head or head of the bureau is the one who has been approached from the grievances committee decision in three consecutive working days from the date of recommendation. It must be given in writing;
4. Any complainant who disagrees with the decision made by the superior head makes the decision in the three consecutive working days from the day he met, he complained to the bureau and the decision of the bureau will be final;
5. In the discretion of the bureau under Sub-Articles (3) or (4) of this Article, any coach who disagreed appealed to the city public administration court.

ክፍል ስምንት**ልዩ ልዩ ድንጋጌዎች****፴፬. ተፈጻሚነት ስላላቸው ሌሎች ሕጎች**

በዚህ ደንብ ባልተሸፈኑ ጉዳዮች ላይ በከተማ አስተዳደሩ የመንግሥት ሠራተኞች አዋጅ፣ ደንቦችና መመሪያዎች ተፈጻሚ ይሆናሉ፡፡

፴፭. ስለመተባበር

ማንኛውም ሰው ይህንን ደንብ ለማስፈጸም መተባበር ይኖርበታል፡፡

፴፮. ስለተጠያቂነት

፩. የዝውውርና ድልድል ወይም ቅሬታ አፈታት ተግባር ላይ የሚሳተፍ ማንኛውም ሰው በተቀመጠለት ጊዜ ገደብ ውስጥ ውሳኔ ካልሰጠ ወይም በተገቢው አሰራር ተግባሩን ካላከናወነ አግባብ ባለው ህግ መሰረት ተጠያቂ ይሆናል፡፡

፪. ይህን ደንብ የተላለፈ ማንኛውም ሰው አግባብ ባለው ህግ መሰረት ተጠያቂ ይሆናል፡፡

፴፯. የተከለከሉ ተግባራት

በዚህ ዝውውርና ምደባ ደንብ ከተደነገገው ውጪ የምደባ ተግባር ማከናወን የተከለከለ ነው፡፡

፴፰. ተፈጻሚነት ስለማይኖራቸው ሕጎች

ማንኛውም ካቢኔው ያወጣው ደንብ፣ መመሪያ ወይም ልማዳዊ አሰራር በዚህ ደንብ በተሸፈኑ ጉዳዮች ላይ ተፈጻሚነት አይኖረውም፡፡

፵. የደንቡ ተፈጻሚነት ጊዜ

ይህ ደንብ ለአንድ ጊዜ ብቻ የሚያገለግል ይሆናል፡፡

፶. ደንቡ የሚጸናበት ጊዜ

ይህ ደንብ ከነሃሴ ፲፮ ቀን ፪ሺ፲፯ ጀምሮ የጸና ይሆናል፡፡

አዲስ አበባ ነሃሴ ፲፮ ቀን ፪ሺ፲፯ ዓ.ም

አዳነች አቤቤ ደሳ

የአዲስ አበባ ከተማ አስተዳደር ከንቲባ

PART EIGHT**MISCELLANEOUS PROVISIONS****34. Other Applicable Laws**

In matters not covered by this regulation, of the city government's Public Employees Proclamation, regulations and directives shall apply.

35. Duty to Co-operation

Anyone has the duty to cooperate in the enforcement of this Regulation.

36. Liability

1. Anyone involved in the act of transfer and assignment or grievance resolution is liable under appropriate law if they do not make a decision within the set time frame or perform the task under appropriate procedure;
2. Anyone who violates this regulation shall be liable under appropriate law.

37. Restricted Actions

It is forbidden to perform an assignment function other than that prescribed by this transfer and assignment regulation.

38. Inapplicable Laws

Any regulation, directive or customary practice issued by the Cabinet that contravenes this regulation shall not apply to matters covered by this regulation.

39. Time of Enforcement

This regulation shall only be valid for one term.

40. Effective Date

This Regulation shall enter into force as of August 22, 2025.

Done at Addis Ababa, this 22nd day of August, 2025.

Adanech Abiebie Desa
Mayor of Addis Ababa City